



DEPARTMENT OF  
HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT

## 2023 President's & Chancellor's Compensation Survey

April 2023

# Table of Contents

## **Public Four-Year Universities**

|  |    |
|--|----|
| Harris-Stowe State University.....       | 1  |
| Lincoln University.....                  | 2  |
| Missouri Southern State University.....  | 3  |
| Missouri State University.....           | 4  |
| Missouri Western State University.....   | 6  |
| Northwest Missouri State University..... | 7  |
| Southeast Missouri State University..... | 8  |
| Truman State University.....             | 9  |
| University of Central Missouri.....      | 10 |
| University of Missouri System.....       | 11 |

## **Public Two-Year Colleges**

|  |    |
|--|----|
| Crowder College .....  | 15 |
| East Central College .....                                       | 16 |
| Jefferson College .....  | 17 |
| Metropolitan Community College .....                             | 18 |
| Blue River Community College .....                               | 19 |
| Business & Technology College .....                              | 19 |
| Longview Community College .....                                 | 20 |
| Maple Woods Community College .....                              | 21 |
| Penn Valley Community College .....                              | 22 |
| Mineral Area College .....                                       | 23 |
| Moberly Area Community College .....                             | 24 |
| North Central Missouri College .....                             | 25 |
| Ozarks Technical Community College .....                         | 26 |
| St. Charles Community College .....                              | 30 |
| St. Louis Community College .....                                | 31 |
| St. Louis Community College at Florissant Valley .....           | 32 |
| St. Louis Community College at Forest Park .....                 | 33 |
| St. Louis Community College at Meramec .....                     | 34 |
| St. Louis Community College at Wildwood .....                    | 35 |
| St. Louis Community College at Wildwood (retired 6/30/2023)..... | 36 |
| State Fair Community College .....                               | 37 |
| Three Rivers Community College .....                             | 38 |

## **State Technical College**

|   |    |
|---|----|
| State Technical College of Missouri ..... | 39 |
|---|----|

# **Public Four-Year Universities**

## 2023 President/Chancellor Compensation Survey

Name: Dr. La Tonia Collins Smith  
 Institution: Harris-Stowe State University  
 Phone: 314-340-3335  
 Contact Person: Brian M. Huggins

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$200,000                     |  |                               | \$290,000                      |  |                               |
| Medical/dental/vision insurance for self          |                               |  |                               |                                |  |                               |
| Medical/dental/vision insurance for spouse/family | \$6,874                       |  |                               | \$9,948                        |  |                               |
| Long-term disability for self                     | \$288                         |  |                               | \$302                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$47,020                      |  |                               | \$76,357                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Basic Life Insurance                              | \$198                         |  |                               | \$198                          |  |                               |
| A D and D Insurance                               | \$19                          |  |                               | \$19                           |  |                               |
| Total   | \$254,399                     | \$0  | \$0                           | \$376,824                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   | \$48,000                       |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| Annuity  |                               |  |   | \$36,000                       |  |   |
| TOTAL  | \$0                           | \$0  | \$0   | \$84,000                       | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. John Moseley  
 Institution: Lincoln University  
 Phone: 573-681-5073  
 Contact Person: Jeff Barlow

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$250,000                     |  |                               | \$250,000                      |  |                               |
| Medical/dental/vision insurance for self          | \$8,281                       |  |                               | \$9,386                        |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     | \$1,000                       |  |                               | \$1,000                        |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit - MOSERS                       | \$58,775                      |  |                               | \$65,825                       |  |                               |
| Other (please specify) - Basic Life               | \$593                         |  |                               | \$593                          |  |                               |
|   |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Total   | \$318,648                     | \$0  | \$0                           | \$326,803                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |
|   | \$25,000                      |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  | \$36,000                      |  |   | \$36,000                       |  |   |
| Utilities  | \$11,502                      |  |   | \$11,847                       |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  | \$4,875                       |  |   | \$4,875                        |  |   |
| Custodian, groundskeeper                                     | \$21,710                      |  |   | \$21,710                       |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   | \$6,600                       |  |   | \$6,600                        |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               | \$9,254  |   |                                | \$9,254  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$80,687                      | \$9,254  | \$0   | \$81,032                       | \$9,254  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dean Van Galen  
 Institution: Missouri Southern State University  
 Phone: 417-625-9805  
 Contact Person: Christina Means, Director of Human Resources

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$270,000                     |  |                               | \$275,000                      |  |                               |
| Medical/dental/vision insurance for self          | \$8,874                       |  |                               | \$8,177                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$2,619                       |  |                               | \$3,365                        |  |                               |
| Long-term disability for self                     | \$238                         |  |                               | \$260                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$58,046                      |  |                               | \$71,663                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Basic Life and ADD                                | \$208                         |  |                               | \$227                          |  |                               |
| Total   | \$339,985                     | \$0  | \$0                           | \$358,692                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) | \$25,000                      |  |   | \$35,000                       |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   | \$15,000                      |  |   | \$25,000                       |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       | \$4,887                       |  |   | \$5,112                        |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$44,887                      | \$0  | \$0   | \$65,112                       | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dennis Lancaster, Chancellor  
 Name: Dr. Dennis Lancaster, Interim Chancellor 7/1/2021-12/31/2021  
 Institution: Missouri State University  
 Phone: 417-836-3002  
 Contact Person: Kristin Bilyeu

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$146,856                     |  |                               | \$166,400                      |  |                               |
| Medical/dental/vision insurance for self          | \$4,899                       |  |                               | \$5,236                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$4,899                       |  |                               | \$5,236                        |  |                               |
| Long-term disability for self                     | \$161                         |  |                               | \$200                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$36,642                      |  |                               | \$48,553                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Accidental Death & Dismemberment                  | \$23                          |  |                               | \$26                           |  |                               |
| Basic Life  | \$51                          |  |                               | \$106                          |  |                               |
| Total   | \$193,531                     | \$0  | \$0                           | \$225,757                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) | \$9,000                       |  |   | \$18,000                       |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       | \$1,740                       |  |   | \$1,580                        |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$10,740                      | \$0  | \$0   | \$19,580                       | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Cliff Smart, President  
 Institution: Missouri State University  
 Phone: 417-836-3002  
 Contact Person: Kristin Bilyeu

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$391,400                     |  |                               | \$407,056                      |  |                               |
| Medical/dental/vision insurance for self          | \$4,889                       |  |                               | \$5,399                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$4,889                       |  |                               | \$4,994                        |  |                               |
| Long-term disability for self                     | \$319                         |  |                               | \$240                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$71,338                      |  |                               | \$82,368                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Retention Payment (one-time)                      |                               |  |                               | \$25,000                       |  | \$25,000                      |
| Accidental Death & Dismemberment                  | \$56                          |  |                               | \$47                           |  |                               |
| Basic Life Insurance                              | \$294                         |  |                               | \$191                          |  |                               |
| Total   | \$473,185                     | \$0  | \$0                           | \$525,295                      | \$0  | \$25,000                      |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) | \$40,000                      |  |   | \$40,000                       |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       | \$1,375                       | \$6,402  |   | \$1,500                        | \$6,876  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$41,375                      | \$6,402  | \$0   | \$41,500                       | \$6,876  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Elizabeth Kennedy  
 Institution: Missouri Western State University  
 Phone: 816-271-4587  
 Contact Person: Sara Freemyer, Director of Human Resources

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$275,000                        |  |                                  | \$300,000                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,362                          |  |                                  | \$9,433                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$909                            |  |                                  | \$0                              |  |                                  |
| Long-term disability for self                     | \$279                            |  |                                  | \$300                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$18,036                         |  |                                  | \$19,536                         |  |                                  |
| Other (please specify) Cellphone                  | \$600                            |  | \$600                            | \$600                            |  | \$600                            |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$304,186                        | \$0  | \$600                            | \$329,869                        | \$0  | \$600                            |
| Additional life insurance                         | Value<br>\$550,000               |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$25,000                         |  |  | \$25,000                         |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$25,000                         | \$0  | \$0  | \$25,000                         | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: John Jasinski (FY22) / Interim President Clarence Green (FY23)

Institution: Northwest Missouri State University

Phone: 660-562-1129

Contact Person: Brooke Hull

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$318,862                        | \$0  |                                  | \$250,000                        | \$0  |                                  |
| Medical/dental/vision insurance for self          | \$11,023                         | \$0  | \$2,330                          | \$9,577                          | \$0  | \$0                              |
| Medical/dental/vision insurance for spouse/family | \$20,035                         | \$0  | \$5,890                          | \$0                              | \$0  |                                  |
| Long-term disability for self                     | \$332                            | \$0  | \$0                              | \$332                            | \$0  | \$0                              |
| Deferred compensation                             | \$20,000                         | \$0  | \$20,000                         | \$0                              | \$0  |                                  |
| Retirement benefit                                | \$83,616                         | \$0  | \$0                              | \$70,248                         | \$0  | \$0                              |
| Other (please specify) Basic Life Insurance       | \$578                            | \$0  | \$246                            | \$284                            | \$0  | \$0                              |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$454,445                        | \$0  | \$28,466                         | \$330,441                        | \$0  | \$0                              |
| Additional life insurance                         | \$275,000                        |  |                                  |                                  |  |                                  |
| Annuity   | \$20,000                         |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |   |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|---|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g.<br>Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |   | \$9,000  |                                  |  | \$9,000  |
| Utilities   |                                  |   |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |   |  |                                  |  |  |
| Housekeeper   |                                  |   |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |   |  |                                  |  |  |
| Insurance for personal property                                 |                                  |   |  |                                  |  |  |
| Entertainment   |                                  |   |  |                                  |  |  |
| Automobile  |                                  |   |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$16,800                         |   |  | \$16,800                         |  |  |
| Automobile repair/maintenance/mileage                           |                                  |   |  |                                  |  |  |
| Professional development  |                                  |   |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |   |  |                                  |  |  |
| Club/other memberships  |                                  |   | \$1,500  |                                  |  |  |
| Other (please specify)  |                                  |   |  |                                  |  |  |
|   |                                  |   |  |                                  |  |  |
|   |                                  |   |  |                                  |  |  |
| TOTAL   | \$16,800                         | \$0   | \$10,500   | \$16,800                         | \$0  | \$9,000  |

## 2023 President/Chancellor Compensation Survey

Name: Carlos Vargas-Aburto  
 Institution: Southeast Missouri State University  
 Phone: (573) 986-6192  
 Contact Person: Melissia Coffee

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$314,948                        |  |                                  |                                  | \$337,126  |                                  |
| Medical/dental/vision insurance for self          |                                  |  |                                  |                                  |  |                                  |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     |                                  |  |                                  |                                  |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                |                                  |  |                                  |                                  |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$314,948                        | \$0  | \$0                              | \$337,126                        | \$0  | \$0                              |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Annuity   | \$30,000                         |  |                                  |                                  |  |                                  |
| Vacation Buy Back                                 | \$12,114                         |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   | \$30,000                         |  |  |                                  | \$30,000   |  |
| Utilities   | \$3,645                          |  |  |                                  | \$3,700  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  | \$7,074                          |  |  |                                  | \$7,074  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           | \$723                            |  |  |                                  | \$800  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
| Grounds Maintenance   | \$1,407                          | \$8,000  |  |                                  | \$9,407  |  |
| Automobile Insurance  | \$1,213                          |  |  |                                  | \$1,225  |  |
|   |                                  |  |  |                                  |  |  |
| <b>TOTAL</b>  | <b>\$44,063</b>                  | <b>\$8,000</b>                                       | <b>\$0</b>   | <b>\$52,206</b>                  | <b>\$0</b>   | <b>\$0</b>   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Susan L. Thomas, President  
 Institution: Truman State University  
 Phone: 660-785-7607  
 Contact Person: Arletta Nelson, Assistant to the VP for Administration, Finance & Planning

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$270,030                        |  |                                  | \$274,965                        |  |                                  |
| Medical/dental/vision insurance for self          |                                  |  |                                  |                                  |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$11,358                         |  |                                  | \$11,358                         |  |                                  |
| Long-term disability for self                     | \$210                            |  |                                  | \$210                            |  |                                  |
| Deferred compensation                             | \$48,240                         |  | \$48,240                         | \$55,000                         |  | \$55,000                         |
| Retirement benefit                                | \$63,343                         |  |                                  | \$72,398                         |  |                                  |
| Other (please specify): ADD                       | \$34                             |  |                                  | \$34                             |  |                                  |
| Life Insurance                                    | \$156                            |  |                                  | \$156                            |  |                                  |
| FICA/Medicare                                     | \$13,170                         |  |                                  | \$14,594                         |  |                                  |
| Total   | \$406,541                        | \$0  | \$48,240                         | \$428,715                        | \$0  | \$55,000                         |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  | \$18,000   |                                  |  | \$18,000   |
| Utilities   | \$9,655                          |  |  | \$11,613                         |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  | \$2,800                          |  |  | \$2,800                          |  |  |
| Insurance for personal property                                 | \$235                            |  |  | \$255                            |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  | \$3,666                          |  |  | \$3,831                          |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           | \$1,281                          |  |  | \$1,620                          |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$17,637                         | \$0  | \$18,000   | \$20,119                         | \$0  | \$18,000   |

## 2023 President/Chancellor Compensation Survey

Name: Roger Best  
 Institution: University of Central Missouri  
 Phone: 660-543-4406  
 Contact Person: Lisa Miller

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$294,322                        |  |                                  | \$298,700                        |  |                                  |
| Medical/dental/vision insurance for self          | \$7,492                          |  |                                  | \$8,676                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$2,951                          |  |                                  | \$3,773                          |  |                                  |
| Long-term disability for self                     | \$453                            |  |                                  | \$464                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$69,117                         |  |                                  | \$78,648                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
| Car Allowance                                     | \$12,000                         |  | \$12,000                         | \$12,000                         |  | \$12,000                         |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$386,335                        | \$0  | \$12,000                         | \$402,261                        | \$0  | \$12,000                         |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   | \$0                              | \$267  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  | \$6,703                          | \$0  |  | \$9,651                          |  |  |
| Expense for spouse/family to attend meetings                    | \$0                              | \$0  |  |                                  |  |  |
| Club/other memberships  | \$75                             |  |  | \$75                             |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$6,778                          | \$267  | \$0  | \$9,726                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Mun Choi - President (3/1/2017 - present);  
 University of Missouri-Columbia Chancellor (4/14/2020 - present)

Name: DUAL ROLE

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Lead Compensation Analyst

### **Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures<br>7/1/2021 - 6/30/2022 |  |                                  | FY 2023 Estimated Expenditures<br>7/1/2022 - 6/30/2023 |  |                                  |
|---|---|--|----------------------------------|--|--|----------------------------------|
|   | Institutional<br>Operating Funds                    | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds                       | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$675,000   |  |                                  | \$775,000  |  |                                  |
| Medical/dental/vision insurance for self          | \$5,709   |  |                                  | \$5,714  |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$12,106  |  |                                  | \$12,885   |  |                                  |
| Long-term disability for self                     | \$204   |  |                                  | \$204  |  |                                  |
| Deferred compensation                             | \$150,000   |  | \$150,000                        | \$150,000  |  | \$150,000                        |
| Retirement benefit                                | \$120,243   |  | \$43,500                         | \$108,297  |  |                                  |
| Other (please specify)                            |   |  |                                  |  |  |                                  |
| - ER Paid Life Insurance                          | \$549   |  |                                  | \$638  |  |                                  |
| - Retiree Health & Welfare                        | \$7,965   |  |                                  | \$9,145  |  |                                  |
| Total   | \$971,775   | \$0  | \$193,500                        | \$1,061,883  | \$0  | \$150,000                        |
| Additional life insurance                         | Value   |  |                                  |  |  |                                  |
| Annuity   | Value   |  |                                  |  |  |                                  |

### **Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   | university provided              |  |  | university provided              |  |  |
| Utilities   | \$0                              |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$0                              |  |  |                                  |  |  |
| Housekeeper   | \$0                              |  |  |                                  |  |  |
| Custodian, groundskeeper  | \$0                              |  |  |                                  |  |  |
| Insurance for personal property                                 | \$0                              |  |  |                                  |  |  |
| Entertainment   | \$0                              |  |  |                                  |  |  |
| Automobile  | \$0                              |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$17,868                         |  |  | \$17,868                         |  |  |
| Automobile repair/maintenance/mileage                           | \$0                              |  |  |                                  |  |  |
| Professional development  | \$0                              |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    | \$0                              |  |  |                                  |  |  |
| Club/other memberships  | \$0                              |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
| - ER Contribution to 401(a) (SRP)                               |                                  |  |  | \$45,750                         |  |  |
| TOTAL   | \$17,868                         | \$0  | \$0  | \$63,618                         | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: C. Mauli Agrawal - Chancellor (6/20/2018 - present)  
 Institution: University of Missouri System  
 Phone: 573-882-4310  
 Contact Person: Mindy Allen - Lead Compensation Analyst

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures<br>7/1/2021 - 6/30/2022 |  |                                  | FY 2023 Estimated Expenditures<br>7/1/2022 - 6/30/2023 |  |                                  |
|---|---|--|----------------------------------|--|--|----------------------------------|
|   | Institutional<br>Operating Funds                    | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds                       | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$417,496   |  |                                  | \$435,000  |  |                                  |
| Medical/dental/vision insurance for self          | \$4,797   |  |                                  | \$4,802  |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$5,897   |  |                                  | \$6,028  |  |                                  |
| Long-term disability for self                     | \$204   |  |                                  | \$204  |  |                                  |
| Deferred compensation                             | \$20,000  |  | \$20,000                         | \$20,000   |  | \$20,000                         |
| Retirement benefit                                | \$56,916  |  |                                  | \$69,013   |  |                                  |
| Other (please specify)                            |   |  |                                  |  |  |                                  |
| - ER Paid Life Insurance                          | \$230   |  |                                  | \$242  |  |                                  |
| - Retiree Health & Welfare                        | \$5,399   |  |                                  | \$5,511  |  |                                  |
| Total   | \$510,939   | \$0  | \$20,000                         | \$540,800  | \$0  | \$20,000                         |
| Additional life insurance                         | Value   |  |                                  |  |  |                                  |
| Annuity   | Value   |  |                                  |  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |  | FY 2023 Estimated Expenditures   |  |  |
|--|---|--|--|----------------------------------|--|--|
|  | Institutional<br>Operating Funds  | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing  | \$0   |  |  |                                  |  |  |
| Utilities  | \$0   |  |  |                                  |  |  |
| Housing allowance (provided for private rent/lease/purchase) | Reported \$30,000 per contract. Actual paid \$40,000 due to payroll error from previous year. |  |  |                                  | \$30,000   |  |
| Housekeeper  | \$0   |  |  |                                  |  |  |
| Custodian, groundskeeper                                     | \$0   |  |  |                                  |  |  |
| Insurance for personal property                              | \$0   |  |  |                                  |  |  |
| Entertainment  | \$0   |  |  |                                  |  |  |
| Automobile   | Reported \$15,000 per contract. Actual paid \$30,000 due to payroll error from previous year. |  |  |                                  | \$15,000   |  |
| Automobile allowance (provided for private lease/purchase)   |   |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                        | \$0   |  |  |                                  |  |  |
| Professional development                                     | \$0   |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                 | \$0   |  |  |                                  |  |  |
| Club/other memberships                                       | \$0   |  |  |                                  |  |  |
| Other (please specify)                                       | \$0   |  |  |                                  |  |  |
| TOTAL  | \$0   | \$0  | \$0  | \$45,000                         | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Mohammad Dehghani - Chancellor (8/1/2019 - present)  
 Institution: University of Missouri System  
 Phone: 573-882-4310  
 Contact Person: Mindy Allen - Lead Compensation Analyst

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures<br>7/1/2021 - 6/30/2022 |  |                                  | FY 2023 Estimated Expenditures<br>7/1/2022 - 6/30/2023 |  |                                  |
|---|---|--|----------------------------------|--|--|----------------------------------|
|   | Institutional<br>Operating Funds                    | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds                       | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$525,000   |  |                                  | \$549,996  |  |                                  |
| Medical/dental/vision insurance for self          | \$7,245   |  |                                  | \$7,250  |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$16,048  |  |                                  | \$17,067   |  |                                  |
| Long-term disability for self                     | \$204   |  |                                  | \$204  |  |                                  |
| Deferred compensation                             | \$85,000  |  | \$85,000                         | \$85,000   |  | \$85,000                         |
| Retirement benefit                                | \$60,675  |  |                                  | \$79,199   |  |                                  |
| Other (please specify)                            |   |  |                                  |  |  |                                  |
| - <i>ER Paid Life Insurance</i>                   | \$96  |  |                                  | \$106  |  |                                  |
| - <i>Retiree Health &amp; Welfare</i>             | \$5,900   |  |                                  | \$6,490  |  |                                  |
| Total   | \$700,168   | \$0  | \$85,000                         | \$745,312  | \$0  | \$85,000                         |
| Additional life insurance                         | Value   |  |                                  |  |  |                                  |
| Annuity   | Value   |  |                                  |  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   | university provided              |  |  |                                  |  |  |
| Utilities   | \$0                              |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$0                              |  |  |                                  |  |  |
| Housekeeper   | \$0                              |  |  |                                  |  |  |
| Custodian, groundskeeper  | \$0                              |  |  |                                  |  |  |
| Insurance for personal property                                 | \$0                              |  |  |                                  |  |  |
| Entertainment   | \$0                              |  |  |                                  |  |  |
| Automobile  | \$0                              |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$15,000                         |  |  | \$15,000                         |  |  |
| Automobile repair/maintenance/mileage                           | \$0                              |  |  |                                  |  |  |
| Professional development  | \$0                              |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    | \$0                              |  |  |                                  |  |  |
| Club/other memberships  | \$0                              |  |  |                                  |  |  |
| Other (please specify)  | \$0                              |  |  |                                  |  |  |
|   | \$0                              |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$15,000                         | \$0  | \$0  | \$15,000                         | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Kristin Sobolik - Chancellor (4/9/2020 - present)

Name: Interim ( 9/1/2019 - 4/8/2020)

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Lead Compensation Analyst

### **Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures<br>7/1/2021 - 6/30/2022 |  |                                  | FY 2023 Estimated Expenditures<br>7/1/2022 - 6/30/2023 |  |                                  |
|---|---|--|----------------------------------|--|--|----------------------------------|
|   | Institutional<br>Operating Funds                    | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds                       | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$400,000   |  |                                  | \$426,667  |  |                                  |
| Medical/dental/vision insurance for self          | \$4,797   |  |                                  | \$4,802  |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$11,476  |  |                                  | \$12,111   |  |                                  |
| Long-term disability for self                     | \$204   |  |                                  | \$204  |  |                                  |
| Deferred compensation                             | \$20,000  |  | \$20,000                         | \$20,000   |  | \$20,000                         |
| Retirement benefit                                | \$51,107  |  |                                  | \$64,690   |  |                                  |
| Other (please specify)                            |   |  |                                  |  |  |                                  |
| - <b>ER Paid Life Insurance</b>                   | \$332   |  |                                  | \$353  |  |                                  |
| - <b>Retiree Health &amp; Welfare</b>             | \$4,720   |  |                                  | \$5,035  |  |                                  |
| Total   | \$492,636   | \$0  | \$20,000                         | \$533,862  | \$0  | \$20,000                         |
| Additional life insurance                         | Value   |  |                                  |  |  |                                  |
| Annuity   | Value   |  |                                  |  |  |                                  |

### **Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   | university<br>provided           |  |  |                                  |  |  |
| Utilities   | \$0                              |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$0                              |  |  |                                  |  |  |
| Housekeeper   | \$0                              |  |  |                                  |  |  |
| Custodian, groundskeeper  | \$0                              |  |  |                                  |  |  |
| Insurance for personal property                                 | \$0                              |  |  |                                  |  |  |
| Entertainment   | \$0                              |  |  |                                  |  |  |
| Automobile  | \$0                              |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$15,000                         |  |  | \$15,000                         |  |  |
| Automobile repair/maintenance/mileage                           | \$0                              |  |  |                                  |  |  |
| Professional development  | \$0                              |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    | \$0                              |  |  |                                  |  |  |
| Club/other memberships  | \$0                              |  |  |                                  |  |  |
| Other (please specify)  | \$0                              |  |  |                                  |  |  |
| - <b>ER Contribution to 401(a)</b>                              | \$0                              |  |  | \$0                              |  |  |
| <b>TOTAL</b>  | <b>\$15,000</b>                  | <b>\$0</b>   | <b>\$0</b>   | <b>\$15,000</b>                  | <b>\$0</b>   | <b>\$0</b>   |

# **Public Two-Year Colleges**

## 2023 President/Chancellor Compensation Survey

Name: Dr. Katricia Pierson  
 Institution: Crowder College  
 Phone: 417-455-5675  
 Contact Person: Cassie Hale

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$200,000                     |  |                               | \$204,000                      |  |                               |
| Medical/dental/vision insurance for self          | \$6,720                       |  |                               | \$6,720                        |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     |                               |  |                               |                                |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$29,974                      |  |                               | \$30,554                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Total   | \$236,694                     | \$0  | \$0                           | \$241,274                      | \$0  | \$0                           |
| Additional life insurance                         |                               |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify) <b>Teaching 1 credit hour class</b>   | \$525                         |  |   | \$525                          |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$525                         | \$0  | \$0   | \$525                          | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Revised 3/24/23

|                 |                              |
|-----------------|------------------------------|
| Name:           | Carl Jon Bauer               |
| Institution:    | East Central College         |
| Phone:          | 636-584-6501                 |
| Contact Person: | Annette Moore (636-584-6704) |

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$161,757                        |  |                                  | \$168,227                        |  |                                  |
| Adjunct Pay                                       |                                  |  |                                  | \$670                            |  |                                  |
| Medical/dental/vision insurance for self          | \$10,246                         |  |                                  | \$11,206                         |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$10,631                         |  | \$10,631                         | \$11,645                         |  | \$11,645                         |
| Long-term disability for self                     | \$258                            |  |                                  | \$258                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$24,940                         |  |                                  | \$26,176                         |  |                                  |
| HSA Contribution                                  | \$5,200                          |  | \$5,200                          | \$5,200                          |  | \$5,200                          |
| Auto Allowance                                    | \$6,000                          |  | \$6,000                          | \$9,000                          |  | \$9,000                          |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$219,033                        | \$0  | \$21,831                         | \$232,382                        | \$0  | \$25,845                         |
| Additional life insurance                         | Value                            | \$245  |                                  |                                  |  |                                  |
| \$200,000 ( additional \$150,000)                 | \$245                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  | \$6,100  |  |                                  | \$10,000   |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$0                              | \$6,100  |  | \$0                              | \$0  | \$10,000   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dena McCaffrey, President  
 Institution: Jefferson College  
 Phone: (636)481-3120  
 Contact Person: Daryl Gebauer, Vice President Finance and Administration

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$172,975                        |  |                                  | \$179,525                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,590                          |  |                                  | \$9,396                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$0                              |  |                                  | \$0                              |  |                                  |
| Long-term disability for self                     | \$220                            |  |                                  | \$220                            |  |                                  |
| Deferred compensation                             | \$0                              |  |                                  | \$0                              |  |                                  |
| Retirement benefit                                | \$26,695                         |  |                                  | \$27,627                         |  |                                  |
| Other (please specify) QHDHP Contribution         | \$1,536                          |  |                                  | \$1,608                          |  |                                  |
| Life Insurance Board Paid                         | \$22                             |  |                                  | \$22                             |  |                                  |
| Service Award                                     | \$225                            |  |                                  | \$0                              |  |                                  |
| Total   | \$211,263                        | \$0  | \$0                              | \$218,398                        | \$0  | \$0                              |
| Additional life insurance                         | \$0                              |  |                                  |                                  |  |                                  |
| Annuity   | \$0                              |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   | \$0                              |  |  | \$0                              |  |  |
| Utilities   | \$0                              |  |  | \$0                              |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$0                              |  |  | \$0                              |  |  |
| Housekeeper   | \$0                              |  |  | \$0                              |  |  |
| Custodian, groundskeeper  | \$0                              |  |  | \$0                              |  |  |
| Insurance for personal property                                 | \$0                              |  |  | \$0                              |  |  |
| Entertainment   | \$0                              |  |  | \$0                              |  |  |
| Automobile  | \$0                              |  |  | \$0                              |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$7,200                          |  |  | \$7,200                          |  |  |
| Automobile repair/maintenance/mileage                           | \$0                              |  |  | \$0                              |  |  |
| Professional development  | \$0                              |  |  | \$0                              |  |  |
| Expense for spouse/family to attend meetings                    | \$0                              |  |  | \$0                              |  |  |
| Club/other memberships  | \$0                              |  |  | \$0                              |  |  |
| Other (please specify)  | \$0                              |  |  | \$0                              |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$7,200                          | \$0  | \$0  | \$7,200                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Kimberly Beatty - Chancellor  
 Institution: Metropolitan Community College  
 Phone: 816-604-1130  
 Contact Person: Patricia Amick

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$303,365                     |  |                               | \$375,000                      |  |                               |
| Medical/dental/vision insurance for self          | \$11,128                      |  |                               | \$12,024                       |  |                               |
| Medical/dental/vision insurance for spouse/family | \$5,404                       |  |                               | \$6,549                        |  |                               |
| Long-term disability for self                     | \$1,092                       |  |                               | \$1,037                        |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$45,602                      |  |                               | \$56,046                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| 403B  | \$1,000                       |  |                               | \$1,000                        |  |                               |
| Life Insurance                                    | \$2,376                       |  | \$792                         | \$2,700                        |  | \$900                         |
| Total   | \$369,967                     | \$0  | \$792                         | \$454,356                      | \$0  | \$900                         |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               | \$4,779  |   |                                |  | \$3,600   |
| Automobile   | \$12,000                      |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$12,000                      | \$4,779  | \$0   | \$0                            | \$3,600  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Thomas Meyer - President of Blue River and Business & Technology Campuses  
 Institution: Metropolitan Community College  
 Phone: 816-604-1130  
 Contact Person: Patricia Amick

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$166,460                     |  |                               | \$180,508                      |  |                               |
| Medical/dental/vision insurance for self          | \$11,128                      |  |                               | \$12,024                       |  |                               |
| Medical/dental/vision insurance for spouse/family | \$0                           |  |                               | \$6,549                        |  |                               |
| Long-term disability for self                     | \$588                         |  |                               | \$519                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$25,750                      |  |                               | \$27,844                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| 403B  | \$1,000                       |  |                               | \$1,000                        |  |                               |
| Life Insurance                                    | \$1,302                       |  | \$434                         | \$1,300                        |  | \$434                         |
| Total   | \$206,228                     | \$0  | \$434                         | \$229,744                      | \$0  | \$434                         |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   | \$7,200                       |  |   | \$7,200                        |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$7,200                       | \$0  | \$0   | \$7,200                        | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Kathrine Swanson - President of Longview  
 Institution: Metropolitan Community College  
 Phone: 816-604-1130  
 Contact Person: Patricia Amick

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$181,330                     |  |                               | \$188,583                      |  |                               |
| Medical/dental/vision insurance for self          | \$9,045                       |  |                               | \$9,765                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$751                         |  |                               | \$751                          |  |                               |
| Long-term disability for self                     | \$672                         |  |                               | \$518                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$31,887                      |  |                               | \$33,117                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| 403B  | \$0                           |  |                               | \$0                            |  |                               |
| Life Insurance                                    | \$1,417                       |  | \$472                         | \$1,358                        |  | \$453                         |
| Total   | \$225,102                     | \$0  | \$472                         | \$234,092                      | \$0  | \$453                         |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   | \$7,200                       |  |   | \$7,200                        |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$7,200                       | \$0  | \$0   | \$7,200                        | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Larry Rideaux - President of Maple Woods  
 Institution: Metropolitan Community College  
 Phone: 816-604-1130  
 Contact Person: Patricia Amick

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$173,565                     |  |                               | \$180,508                      |  |                               |
| Medical/dental/vision insurance for self          | \$11,128                      |  |                               | \$12,024                       |  |                               |
| Medical/dental/vision insurance for spouse/family | \$5,404                       |  |                               | \$6,428                        |  |                               |
| Long-term disability for self                     | \$630                         |  |                               | \$519                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$26,781                      |  |                               | \$27,844                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| 403B  | \$0                           |  |                               | \$0                            |  |                               |
| Life Insurance                                    | \$1,357                       |  | \$452                         | \$1,300                        |  | \$434                         |
| Total   | \$218,865                     | \$0  | \$452                         | \$228,623                      | \$0  | \$434                         |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   | \$7,200                       |  |   | \$7,200                        |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$7,200                       | \$0  | \$0   | \$7,200                        | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Tyjaun Lee - President of Penn Valley Campus  
 Institution: Metropolitan Community College  
 Phone: 816-604-1130  
 Contact Person: Patricia Amick

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$182,477                     |  |                               | \$189,776                      |  |                               |
| Medical/dental/vision insurance for self          | \$10,067                      |  |                               | \$10,874                       |  |                               |
| Medical/dental/vision insurance for spouse/family | \$0                           |  |                               | \$0                            |  |                               |
| Long-term disability for self                     | \$672                         |  |                               | \$519                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$28,109                      |  |                               | \$29,188                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| 403B  | \$0                           |  |                               | \$1,000                        |  |                               |
| Life Insurance                                    | \$1,427                       |  | \$476                         | \$1,368                        |  | \$456                         |
| Total   | \$222,752                     | \$0  | \$476                         | \$232,725                      | \$0  | \$456                         |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   | \$7,200                       |  |   | \$7,200                        |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$7,200                       | \$0  | \$0   | \$7,200                        | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: DR JOSEPH GILGOUR  
 Institution: MINERAL AREA COLLEGE  
 Phone: 573-518-2188  
 Contact Person: CRYSTAL COFFMAN

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$171,700                        |  |                                  | \$178,400                        |  |                                  |
| Medical/dental/vision insurance for self          | \$6,902                          |  |                                  | \$7,343                          |  |                                  |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     | \$160                            |  |                                  | \$160                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$26,903                         |  |                                  | \$27,212                         |  |                                  |
| Other (please specify):                           |                                  |  |                                  |                                  |  |                                  |
| H.S.A. Contributions (Board Paid)                 | \$588                            |  |                                  | \$593                            |  |                                  |
| Life Insurance (Board Paid)                       | \$124                            |  |                                  | \$124                            |  |                                  |
| Bonus (x2)  | \$7,346                          |  |                                  |                                  |  |                                  |
| PTK Club Sponsor                                  | \$0                              |  |                                  | \$4,000                          |  |                                  |
| Total   | \$213,723                        | \$0  | \$0                              | \$217,833                        | \$0  | \$0                              |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           | \$12,000                         |  |  | \$12,000                         |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$12,000                         | \$0  | \$0  | \$12,000                         | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Jeffery C. Lashley  
 Institution: Moberly Area Community College  
 Phone: 660 263 4100 ext. 11274  
 Contact Person: Susan Spencer

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$205,438                        |  |                                  | \$225,981                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,852                          |  | \$1,236                          | \$10,200                         |  | \$1,284                          |
| Medical/dental/vision insurance for spouse/family | \$16,224                         |  | \$13,967                         | \$16,788                         |  | \$14,452                         |
| Long-term disability for self                     | \$0                              |  |                                  | \$0                              |  |                                  |
| Deferred compensation                             | \$0                              |  |                                  | \$0                              |  |                                  |
| Retirement benefit                                | \$31,217                         |  |                                  | \$34,246                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
| Basic life \$20,000, ADD \$20,000                 | \$19                             |  |                                  | \$19                             |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$262,750                        | \$0  | \$15,203                         | \$287,235                        | \$0  | \$15,736                         |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
| Cell Phone  | \$902                            |  |  | \$1,100                          |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$902                            | \$0  | \$0  | \$1,100                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Lenny Klaver  
 Institution: North Central Missouri College  
 Phone: 660-359-3948  
 Contact Person: Tyson Otto

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$164,720                     |  |                               | \$171,309                      |  |                               |
| Medical/dental/vision insurance for self          |                               |  |                               |                                |  |                               |
| Medical/dental/vision insurance for spouse/family | \$6,770                       |  |                               | \$7,926                        |  |                               |
| Long-term disability for self                     |                               |  |                               |                                |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$24,866                      |  |                               | \$25,989                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Life Insurance                                    | \$83                          |  |                               |                                | \$58   |                               |
|   |                               |  |                               |                                |  |                               |
| Total   | \$196,439                     | \$0  | \$0                           | \$205,282                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               | \$1,200  |   |                                | \$1,200  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   | \$11,000                      |  |   | \$11,000                       |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       | \$800                         |  |   | \$500                          |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$11,800                      | \$1,200  | \$0   | \$11,500                       | \$1,200  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Hal Higdon  
 Institution: Ozarks Technical Community College  
 Phone: 417-447-6643  
 Contact Person: Drew Courtway

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$290,771                     |  |                               | \$ 314,404                     |  |                               |
| Medical/dental/vision insurance for self          | \$7,573                       |  |                               | \$ 7,733                       |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     | \$102                         |  |                               | \$ 97                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$42,050                      |  |                               | \$ 44,225                      |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Group Term Life Insurance                         | \$87                          |  |                               | \$ 72                          |  |                               |
| Health and Wellness Center                        | \$624                         |  |                               | \$ 624                         |  |                               |
| 403B  | \$23,230                      |  | \$23,230                      | \$ 27,000                      |  | \$ 27,000                     |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |
| Total   | \$ 364,437                    | \$ -   | \$ 23,230                     | \$ 394,155                     | \$ -   | \$ 27,000                     |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   | \$ 12,120                     |  |   | \$ 12,120                      |  |   |
| Automobile repair/maintenance/mileage                        | \$ 471                        |  |   | \$ 1,923                       |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| TOTAL  | \$ 12,591                     | \$ -   | \$ -  | \$ 14,043                      | \$ -   | \$ -  |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Dusty Childress  
 Institution: Ozarks Technical Community College  
 Phone: 417-447-6643  
 Contact Person: Drew Courtway

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$ 132,600                    |  |                               | \$ 137,904                     |  |                               |
| Medical/dental/vision insurance for self          | \$ 7,573                      |  |                               | \$ 7,733                       |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     | \$ 97                         |  |                               | \$ 97                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$ 20,325                     |  |                               | \$ 21,117                      |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
| Group Term Life Insurance                         | \$ 72                         |  |                               | \$ 72                          |  |                               |
| Health and Wellness Center                        | \$ 624                        |  |                               | \$ 624                         |  |                               |
| 403B  |                               |  |                               |                                |  |                               |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |
| Total   | \$ 161,291                    | \$ -   | \$ 23,230                     | \$ 167,548                     | \$ -   | \$ -                          |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        | \$4,268                       |  |   | \$5,651                        |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$4,268                       | \$0  | \$0   | \$5,651                        | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Cliff Davis

Institution: Ozarks Technical Community College

Phone: 417-447-6643

Contact Person: Drew Courtway

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$ 147,357                       |  |                                  | \$ 153,251                       |  |                                  |
| Medical/dental/vision insurance for self          | \$ 7,573                         |  |                                  | \$ 7,733                         |  |                                  |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     | \$ 97                            |  |                                  | \$ 97                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$ 22,465                        |  |                                  | \$ 23,343                        |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
| Group Term Life Insurance                         | \$ 72                            |  |                                  | \$ 72                            |  |                                  |
| Health and Wellness Center                        | \$ 624                           |  |                                  | \$ 624                           |  |                                  |
| 403B  |                                  |  |                                  |                                  |  |                                  |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
| Total   | \$ 178,188                       | \$ -   | \$ 23,230                        | \$ 185,120                       | \$ -   | \$ -                             |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           | \$2,337                          |  |  | \$4,587                          |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
| TOTAL   | \$2,337                          | \$0  | \$0  | \$4,587                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

|                 |                                    |
|-----------------|------------------------------------|
| Name:           | Dr. Robert Griffith                |
| Institution:    | Ozarks Technical Community College |
| Phone:          | 417-447-6643                       |
| Contact Person: | Drew Courtway                      |

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$ 135,660                       |  |                                  | \$ 137,904                       |  |                                  |
| Medical/dental/vision insurance for self          | \$ 7,573                         |  |                                  | \$ 7,733                         |  |                                  |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     | \$ 97                            |  |                                  | \$ 97                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$ 20,769                        |  |                                  | \$ 21,117                        |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
| Group Term Life Insurance                         | \$ 72                            |  |                                  | \$ 72                            |  |                                  |
| Health and Wellness Center                        | \$ 624                           |  |                                  | \$ 624                           |  |                                  |
| 403B  |                                  |  |                                  |                                  |  |                                  |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
| Total   | \$ 164,795                       | \$ -   | \$ 23,230                        | \$ 167,548                       | \$ -   | \$ -                             |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           | \$2,577                          |  |  | \$3,635                          |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
| TOTAL   | \$2,577                          | \$0  | \$0  | \$3,635                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Barbara Kavalier

Institution: St. Charles Community College

Phone: 636-922-8000

Contact Person: Jessica Trimborn

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$268,675                        |  |                                  | \$278,392                        |  |                                  |
| Medical/dental/vision insurance for self          | \$12,630                         |  | \$4,401                          | \$14,244                         |  | \$5,630                          |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     | \$831                            |  | \$831                            | \$900                            |  | \$900                            |
| Deferred compensation                             | \$2,154                          |  | \$2,154                          | \$14,000                         |  | \$14,000                         |
| Retirement benefit                                | \$39,970                         |  |                                  | \$41,759                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$324,259                        | \$0  | \$7,386                          | \$349,295                        | \$0  | \$20,530                         |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |   |  | FY 2023 Estimated Expenditures   |   |  |
|---|----------------------------------|---|--|----------------------------------|---|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g.<br>Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g.<br>Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |   |  |                                  |   |  |
| Utilities   |                                  |   |  |                                  |   |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |   |  |                                  |   |  |
| Housekeeper   |                                  |   |  |                                  |   |  |
| Custodian, groundskeeper  |                                  |   |  |                                  |   |  |
| Insurance for personal property                                 |                                  |   |  |                                  |   |  |
| Entertainment   |                                  |   |  |                                  |   |  |
| Automobile  |                                  |   |  |                                  |   |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$12,000                         |   |  | \$12,000                         |   |  |
| Automobile repair/maintenance/mileage                           |                                  |   |  |                                  |   |  |
| Professional development  |                                  |   |  |                                  |   |  |
| Expense for spouse/family to attend meetings                    |                                  |   |  |                                  |   |  |
| Club/other memberships  |                                  |   |  |                                  |   |  |
| Other (please specify)  |                                  |   |  |                                  |   |  |
| Business Allowance  | \$2,400                          |   |  | \$2,400                          |   |  |
|   |                                  |   |  |                                  |   |  |
|   |                                  |   |  |                                  |   |  |
| TOTAL   | \$14,400                         | \$0   | \$0  | \$14,400                         | \$0   | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Jeff L. Pittman, Chancellor  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Rose Ervin, Payroll Supervisor

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$304,281                        |  |                                  | \$343,000                        |  |                                  |
| Medical/dental/vision insurance for self          | \$3,993                          |  |                                  | \$3,993                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$4,796                          |  |                                  | \$4,796                          |  |                                  |
| Long-term disability for self                     | \$242                            |  |                                  | \$242                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                |                                  |  |                                  |                                  |  |                                  |
| Other (please specify) 403B                       | \$24,000                         |  | \$24,000                         | \$24,000                         |  | \$24,000                         |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$337,312                        | \$0  | \$24,000                         | \$376,031                        | \$0  | \$24,000                         |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) | \$24,000                         |  |  | \$24,000                         |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  | \$11,100                         |  |  | \$11,100                         |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  | \$8,992                          |  |  | \$4,274                          |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$44,092                         | \$0  | \$0  | \$39,374                         | \$0  | \$0  |

## 2022 President's/Chancellor's Compensation Survey

Name: Elizabeth Perkins, Campus President Flo Valley  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Rose Ervin, Payroll Supervisor

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$161,616                        |  |                                  | \$173,939                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,318                          |  |                                  | \$9,318                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$7,056                          |  |                                  | \$7,056                          |  |                                  |
| Long-term disability for self                     | \$242                            |  |                                  | \$242                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$24,785                         |  |                                  | \$26,572                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
| TOTAL   | \$203,016                        | \$0  | \$0                              | \$217,127                        | \$0  | \$0                              |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2021 Actual Expenditures      |  |  | FY 2022 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$0                              | \$0  | \$0  | \$0                              | \$0  | \$0  |

## 2022 President's/Chancellor's Compensation Survey

Name: Julie Fickas, Campus President, Forest Park  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Rose Ervin, Payroll Supervisor

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$158,620                     |  |                               | \$170,715                      |  |                               |
| Medical/dental/vision insurance for self          | \$9,367                       |  |                               | \$9,367                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$7,300                       |  |                               | \$7,300                        |  |                               |
| Long-term disability for self                     | \$242                         |  |                               | \$242                          |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$24,358                      |  |                               | \$26,112                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |
| TOTAL   | \$199,886                     | \$0  | \$0                           | \$213,735                      | \$0  | \$0                           |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2021 Actual Expenditures   |  |   | FY 2022 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$0                           | \$0  | \$0   | \$0                            | \$0  | \$0   |

## 2022 President's/Chancellor's Compensation Survey

Name: Feleccia Moore-Davis, Campus President Meramec  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Rose Ervin, Payroll Supervisor

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$158,620                        |  |                                  | \$170,715                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,367                          |  |                                  | \$9,367                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$6,032                          |  |                                  | \$6,032                          |  |                                  |
| Long-term disability for self                     |                                  |  |                                  |                                  |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$24,358                         |  |                                  | \$26,112                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
| TOTAL   | \$198,376                        | \$0  | \$0                              | \$212,226                        | \$0  | \$0                              |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2021 Actual Expenditures      |  |  | FY 2022 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$0                              | \$0  | \$0  | \$0                              | \$0  | \$0  |

## 2022 President's/Chancellor's Compensation Survey

Name: Stephen White, Current Campus President Wildwood  
 Institution: St. Louis Community College  
 Phone: 314-539-5208  
 Contact Person: Rose Ervin, Payroll Supervisor

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$161,615                        |  |                                  | \$173,938                        |  |                                  |
| Medical/dental/vision insurance for self          | \$9,369                          |  |                                  | \$9,369                          |  |                                  |
| Medical/dental/vision insurance for spouse/family | \$426                            |  |                                  | \$426                            |  |                                  |
| Long-term disability for self                     | \$242                            |  |                                  | \$242                            |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$18,148                         |  |                                  | \$26,580                         |  |                                  |
| Other (please specify)                            |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |
| TOTAL   | \$189,800                        | \$0  | \$0                              | \$210,555                        | \$0  | \$0                              |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2021 Actual Expenditures      |  |  | FY 2022 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   |                                  |  |  |                                  |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$0                              | \$0  | \$0  | \$0                              | \$0  | \$0  |

## 2022 President's/Chancellor's Compensation Survey

Name: Carol Lupardus, Past Campus President Wildwood \_\_\_\_\_ Employee retired 6/30/2022  
 Institution: St. Louis Community College \_\_\_\_\_  
 Phone: 314-539-5208 \_\_\_\_\_  
 Contact Person: Rose Ervin, Payroll Supervisor \_\_\_\_\_

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$161,615                     |  |                               | \$173,938                      |  |                               |
| Medical/dental/vision insurance for self          |                               |  |                               |                                |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     |                               |  |                               |                                |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$24,668                      |  |                               | \$0                            |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |
| TOTAL   | \$186,283                     | \$0  | \$0                           | \$173,938                      | \$0  | \$0                           |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2021 Actual Expenditures   |  |   | FY 2022 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  |   |                                |  |   |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$0                           | \$0  | \$0   | \$0                            | \$0  | \$0   |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Joanna Anderson (FY22) / Dr. Brent Bates (FY23)

Institution: State Fair Community College

Phone: 660.596.7301

Contact Person: Keith Acuff

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures      |  |                                  | FY 2023 Estimated Expenditures   |  |                                  |
|---|----------------------------------|--|----------------------------------|----------------------------------|--|----------------------------------|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institution<br>Foundations) | Amount Above<br>Standard Benefit |
| Base salary                                       | \$189,582                        |  |                                  | \$182,000                        |  |                                  |
| Medical/dental/vision insurance for self          | \$8,970                          |  |                                  | \$9,270                          |  |                                  |
| Medical/dental/vision insurance for spouse/family |                                  |  |                                  |                                  |  |                                  |
| Long-term disability for self                     |                                  |  |                                  |                                  |  |                                  |
| Deferred compensation                             |                                  |  |                                  |                                  |  |                                  |
| Retirement benefit                                | \$28,790                         |  |                                  | \$27,734                         |  |                                  |
| Other (please specify) Life Insurance             | \$140                            |  |                                  | \$177                            |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
|   |                                  |  |                                  |                                  |  |                                  |
| Total   | \$227,482                        | \$0  | \$0                              | \$219,181                        | \$0  | \$0                              |
| Additional life insurance                         | Value                            |  |                                  |                                  |  |                                  |
| Annuity   | Value                            |  |                                  |                                  |  |                                  |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|   | FY 2022 Actual Expenditures      |  |  | FY 2023 Estimated Expenditures   |  |  |
|---|----------------------------------|--|--|----------------------------------|--|--|
|   | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) | Institutional<br>Operating Funds | Private Funds<br>(e.g. Institutional<br>Foundations) | Estimated Value<br>of Compensation<br>(not reflected in<br>budget) |
| Housing   |                                  |  |  |                                  |  |  |
| Utilities   |                                  |  |  |                                  |  |  |
| Housing allowance (provided for private<br>rent/lease/purchase) |                                  |  |  |                                  |  |  |
| Housekeeper   |                                  |  |  |                                  |  |  |
| Custodian, groundskeeper  |                                  |  |  |                                  |  |  |
| Insurance for personal property                                 |                                  |  |  |                                  |  |  |
| Entertainment   |                                  |  |  |                                  |  |  |
| Automobile  |                                  |  |  |                                  |  |  |
| Automobile allowance (provided for private<br>lease/purchase)   | \$4,800                          |  |  | \$6,000                          |  |  |
| Automobile repair/maintenance/mileage                           |                                  |  |  |                                  |  |  |
| Professional development  |                                  |  |  |                                  |  |  |
| Expense for spouse/family to attend meetings                    |                                  |  |  |                                  |  |  |
| Club/other memberships  |                                  |  |  |                                  |  |  |
| Other (please specify)  |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
|   |                                  |  |  |                                  |  |  |
| TOTAL   | \$4,800                          | \$0  | \$0  | \$6,000                          | \$0  | \$0  |

## 2023 President/Chancellor Compensation Survey

Name: Dr. Wesley Payne  
 Institution: Three Rivers College  
 Phone: 573-840-9105  
 Contact Person: Anita Freeman

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$225,848                     |  |                               | \$227,647                      |  |                               |
| Medical/dental/vision insurance for self          | \$7,901                       |  |                               | \$8,143                        |  |                               |
| Medical/dental/vision insurance for spouse/family | \$0                           |  |                               |                                |  |                               |
| Long-term disability for self                     | \$0                           |  |                               |                                |  |                               |
| Deferred compensation                             | \$0                           |  |                               |                                |  |                               |
| Retirement benefit                                | \$33,894                      |  |                               | \$34,190                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Total   | \$267,642                     | \$0  | \$0                           | \$269,980                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  |   |                                |  |   |
| Utilities  |                               |  |   |                                |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  | \$4,220   |                                |  | \$13,947  |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        |                               |  |   |                                |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
| Cell Phone   | \$1,276                       |  |   | \$1,020                        |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$1,276                       | \$0  | \$4,220   | \$1,020                        | \$0  | \$13,947  |

**State Technical College**

## 2023 President/Chancellor Compensation Survey

Name: Dr. Shawn Strong  
 Institution: State Technical College of Missouri  
 Phone: 573-897-5147  
 Contact Person: Jenny Jacobs

**Direct Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

|   | FY 2022 Actual Expenditures   |  |                               | FY 2023 Estimated Expenditures |  |                               |
|---|-------------------------------|--|-------------------------------|--------------------------------|--|-------------------------------|
|   | Institutional Operating Funds | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit | Institutional Operating Funds  | Private Funds (e.g. Institution Foundations) | Amount Above Standard Benefit |
| Base salary                                       | \$213,696                     |  |                               | \$235,066                      |  |                               |
| Medical/dental/vision insurance for self          | \$8,856                       |  |                               | \$8,876                        |  |                               |
| Medical/dental/vision insurance for spouse/family |                               |  |                               |                                |  |                               |
| Long-term disability for self                     | \$951                         |  |                               | \$1,046                        |  |                               |
| Deferred compensation                             |                               |  |                               |                                |  |                               |
| Retirement benefit                                | \$50,240                      |  |                               | \$61,893                       |  |                               |
| Other (please specify)                            |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
|   |                               |  |                               |                                |  |                               |
| Total   | \$273,743                     | \$0  | \$0                           | \$306,881                      | \$0  | \$0                           |
| Additional life insurance                         | Value                         |  |                               |                                |  |                               |
| Annuity   | Value                         |  |                               |                                |  |                               |

**Other Compensation:**

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

|  | FY 2022 Actual Expenditures   |  |   | FY 2023 Estimated Expenditures |  |   |
|--|-------------------------------|--|---|--------------------------------|--|---|
|  | Institutional Operating Funds | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) | Institutional Operating Funds  | Private Funds (e.g. Institutional Foundations) | Estimated Value of Compensation (not reflected in budget) |
| Housing  |                               |  | \$15,000  |                                |  | \$17,500  |
| Utilities  | \$4,630                       |  |   | \$5,092                        |  |   |
| Housing allowance (provided for private rent/lease/purchase) |                               |  |   |                                |  |   |
| Housekeeper  |                               |  |   |                                |  |   |
| Custodian, groundskeeper                                     |                               |  |   |                                |  |   |
| Insurance for personal property                              |                               |  |   |                                |  |   |
| Entertainment  |                               |  |   |                                |  |   |
| Automobile   |                               |  | \$11,750  |                                |  | \$11,750  |
| Automobile allowance (provided for private lease/purchase)   |                               |  |   |                                |  |   |
| Automobile repair/maintenance/mileage                        | \$6,896                       |  |   | \$6,000                        |  |   |
| Professional development                                     |                               |  |   |                                |  |   |
| Expense for spouse/family to attend meetings                 |                               |  |   |                                |  |   |
| Club/other memberships                                       |                               |  |   |                                |  |   |
| Other (please specify)                                       |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
|  |                               |  |   |                                |  |   |
| TOTAL  | \$11,526                      | \$0  | \$26,750  | \$11,092                       | \$0  | \$29,250  |